Iklim Komunikasi Berbasis Pendekatan Multikultural Di Dalam Organisasi Yayasan Pemberdayaan Amungme
Dan Kamoro
Persila Misyel Marsilia Rumbiak, Prof.Ir. Fransiskus Trisakti Haryadi, M.Si., Ph.D.,IPM , Prof. Dr. Ir. Siti Andarwati, S.
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INTISARI

Iklim Komunikasi Berbasi Pendekatan Multikultural Di Dalam Organisasi Yayasan Pemberdayaan Masyarakat Amungme Dan Kamoro

Persila Misyel Marsilia Rumbiak

(24/537043/PMU/11846)

Penelitian ini menganalisis iklim komunikasi multikultural di Yayasan Pemberdayaan Masyarakat Amungme dan Kamoro (YPMAK) serta menjelaskan bagaimana realitas organisasi dikonstitusikan secara komunikatif. Menggunakan metode kualitatif deskriptif pendekatan studi kasus, data dikumpulkan via wawancara, observasi, dan studi dokumen dengan validitas berbasis triangulasi. Hasil penelitian menunjukkan iklim komunikasi YPMAK bersifat suportif sekaligus hierarkis, di mana keterbukaan dipengaruhi norma tradisional. Uniknya, pimpinan perempuan memanfaatkan WhatsApp untuk menembus hambatan patriarki. Dalam keputusan, suku Amungme tampil asertif, sementara Kamoro cenderung pasif-prosedural karena minimnya representasi. Dukungan lintas etnis diperkuat lewat akomodasi linguistik staf non-Papua yang mengadopsi dialek lokal. Berdasarkan teori *Communicative Constitution of Organization* (CCO), realitas YPMAK dibentuk oleh empat aliran: Penstrukturan Diri (kebijakan afirmatif vs dominasi etnis), Negosiasi Keanggotaan (staf pendatang menyerap nilai lokal), Koordinasi Aktivitas (sinkretisme birokrasi dan komunikasi informal), dan Pemosisian Institusional (negosiasi otoritas adat vs korporat). Penelitian menyimpulkan bahwa iklim komunikasi YPMAK merupakan hasil negosiasi budaya berkelanjutan, dengan tantangan utama berupa ketimpangan representasi etnis dan fragmentasi kepercayaan berbasis jabatan.

Kata Kunci: Iklim Komunikasi, Komunikasi Multikultural, CCO, YPMAK, Papua.

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ABSTRACT

COMMUNICATION CLIMATE BASED ON MULTICULTURAL APPROACH IN THE AMUNGME AND KAMORO COMMUNITY EMPOWERMENT FOUNDATION

Persila Misyel Marsilia Rumbiak

(24/537043/PMU/11846)

The Amungme and Kamoro Community Empowerment Foundation (YPMAK) is a unique nonprofit organization with a multicultural internal structure, featuring indigenous leadership and a ethnically diverse staff. This study aims to analyze YPMAK's multicultural communication climate and explain how its organizational reality is communicatively constituted. Employing a qualitative descriptive method with a case study approach, data were gathered through in-depth interviews, participatory observation, and document analysis, with validity ensured via triangulation. Findings reveal that YPMAK's communication climate is simultaneously supportive and hierarchical. Digital adaptation, such as female leaders utilizing WhatsApp, helps overcome patriarchal barriers, while openness remains shaped by traditional norms. In decision-making, Amungme members are highly assertive, whereas Kamoro members tend to be procedural and passive due to limited structural representation. Cross-ethnic support is fostered through linguistic accommodation, with non-Papuan staff adopting local Papuan dialects. Through the lens of the Communicative Constitution of Organization (CCO) theory, the study maps these dynamics across four flows: Self-Structuring (affirmative policies clashing with ethnic dominance), Membership Negotiation (migrant staff absorbing local values for legitimacy), Activity Coordination (syncretism between formal bureaucracy and informal Papuan communication styles), and Institutional Positioning (negotiating authority between indigenous communities and corporate stakeholders). The study concludes that while YPMAK's climate is a product of ongoing cultural negotiation, ethnic representation gaps and status-based trust fragmentation remain key challenges.

Keywords: *Communication Climate, Multicultural Communication, CCO, YPMAK, Papua.*